

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**VA-Wide**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	3rd Quarter FY 2006					
		2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	1487	2128	2220	2232	2258	2147
Number of Complainants 1614.704(b)	1391	1921	2025	2003	2042	1718
Repeat Filers 1614.704(c)	84	176	195	229	216	229

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Race	962	777	747	1013	806	1196
Color	49	42	79	47	70	-
Religion	93	56	62	31	36	88
National Origin	274	132	115	177	80	98
Sex (including complaints filed under Equal Pay Act)	685	515	596	748	635	1121
Disability	650	523	481	514	618	643
Age	670	449	523	340	280	240
Reprisal	1045	709	805	711	740	1028
Other	40	74	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data				
Complaints by Issue	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Appointment/Hire	113	64	116	56	77	166
Assignment of Duties	225	159	181	190	188	348
Awards	53	30	35	46	40	39
Conversion to Full-time	7	6	4	4	4	7
<b>Disciplinary Action</b>	<b>428</b>	<b>374</b>	<b>549</b>	<b>602</b>	<b>485</b>	<b>319</b>
Demotion	2	9	15	18	18	43
Reprimand	72	54	48	46	36	128
Suspension	151	95	92	103	87	116
Removal	0	97	207	325	301	32
Other	203	119	187	110	43	0
Duty Hours	113	52	64	72	63	100
Evaluation Appraisal	138	65	74	67	55	100
Examination/Test	4	5	6	12	11	23
<b>Harassment</b>	<b>1364</b>	<b>771</b>	<b>1216</b>	<b>1462</b>	<b>1296</b>	<b>1403</b>
Non-Sexual	1303	716	1162	1375	1208	1298
Sexual	61	55	54	87	88	105
Medical Examination	7	6	1	5	5	19
Pay (Including Overtime)	106	86	57	57	73	27
Promotion/Non-Selection	598	463	714	742	692	925
<b>Reassignment</b>	<b>133</b>	<b>90</b>	<b>107</b>	<b>131</b>	<b>117</b>	<b>116</b>
Denied		84	22	21	19	22
Directed		6	85	110	98	94
Reasonable Accommodation	132	125	100	132	145	90
Reinstatement	1	3	5	11	4	9
Retirement	43	38	12	22	24	18
Termination	206	165	5	0	47	227
Terms/Conditions of Employment	77	66	185	200	187	353
Time and Attendance	228	186	49	176	163	211
Training	75	63	82	62	51	156
Other	417	310	0	12	0	0

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**29 CFR §1614.704(f)**

Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		3rd Quarter FY 2006		Previous Fiscal Year Data									
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2005		2004		2003		2002		2001	
All complaints pending in Investigative Stage	1614.704	833	157.5	1240	132	758	74	1049	130	1741	125	1095	153
All complaints pending in Final Agency Action Stage	(f) (1)	142	399.4	692	78	649	396	236	418	253	349	369	289
All complaints pending in which Hearing was not requested	1614.704	338	251	692	164	586	300	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	(f) (2)	338	226	692	85.7	586	223	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		<b>338</b>	<b>66*</b>	692	78	586	77	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested	1614.704	276	201.2	548	92.8	521	240	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	(f) (3)	276	191.2	548	84.8	521	223	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		<b>276</b>	<b>10</b>	548	8	521	17	485	19	448	20	419	19

\* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of **13** days; said delay computed from the start of the Final Action Stage [see Sec. 1614.702(g)] to receipt of the investigative file in OEDCA. Actual processing time in OEDCA was **53** days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Total Complaints Dismissed by Agency	308	510	476	402	487	437
Average days pending prior to dismissal	52.7	59.8	71.9	82.99	88.3	90.79

29 CFR §1614.704(h)		29 CFR §1614.705 Comparative Data										
<i>Total Final Agency Actions Finding Discrimination</i>	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	15		31		35		41		46		43	
Without Hearing 704(h)(2)	5	33%	11	35%	12	34%	10	24%	8	17%	16	37%
With Hearing 704(h)(3)	10	67%	20	65%	23	66%	31	76%	38	83%	27	63%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>18</b>		38		48		58		62		53	
<b>Number Findings Rendered Without Hearing 704(i)(2)</b>	<b>5</b>		11		13		17		9		17	
Race	0	0%	0	0%	0	0%	2	3%	0	0%	3	6%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Sex (include Equal Pay Act)	2	11%	2	5%	2	4%	5	9%	2	3%	4	8%
Disability	3	17%	7	18%	7	15%	2	3%	4	6%	5	9%
Age	0	0%	0	0%	0	0%	2	3%	1	2%	1	2%
Reprisal	0	0%	2	5%	4	8%	3	5%	2	3%	4	8%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	<b>18</b>		38		48		58		62		53	
<b>Number Findings Rendered After Hearing 704(i)(3)</b>	<b>13</b>		27		35		41		53		36	
Race	1	6%	6	16%	11	23%	5	9%	12	19%	7	13%
Color	0	0%	2	5%	0	0%	1	2%	0	0%	0	0%
Religion	0	0%		0%	0	0%	1	2%	0	0%	0	0%
National Origin	0	0%	2	5%	1	2%	1	2%	3	5%	2	4%
Sex (include Equal Pay Act)	2	11%	6	16%	4	8%	12	21%	9	15%	10	19%
Disability	4	22%	2	5%	8	17%	8	14%	8	13%	5	9%
Age	2	11%	1	3%	2	4%	2	3%	4	6%	5	9%
Reprisal	4	22%	8	21%	9	19%	11	19%	17	27%	7	13%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>17</b>		42		48		57		65		47	
<b>Findings Without Hearing 704(j)(2)</b>	<b>5</b>		14		14		19		12		18	
Appointment/Hire	0	0%	1	2%	1	2%	0	0%	0	0%	2	4%
Assignment of Duties	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	1	2%	1	2%	2	4%	1	2%	0	0%
Demotion	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	2%	1	2%	0	0%
Suspension	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	1	2%	3	6%	5	9%	1	2%	4	9%
Non-Sexual	0	0%	0	0%	2	4%	4	7%	0	0%	1	2%
Sexual	0	0%	1	2%	1	2%	1	2%	1	2%	3	6%
Medical Examination	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	0	0%	1	2%	0	0%
Promotion/Non-Selection	1	6%	1	2%	0	0%	1	2%	2	3%	5	11%
Reassignment	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	3	18%	5	12%	2	4%	4	7%	3	5%	1	2%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	3	7%	2	4%	2	4%	1	2%	1	2%
Terms/Conditions of Employment	0	0%	0	0%	1	2%	3	5%	3	5%	5	11%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
	#	%	2005		2004		2003		2002		2001	
			#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>17</b>		42		48		57		65		47	
<b>Findings After Hearing 704(j)(3)</b>	<b>12</b>		28		34		38		53		29	
Appointment/Hire	3	18%	0	0%	1	2%	1	2%	1	2%	3	6%
Assignment of Duties	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%
Awards	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	2	5%	1	2%	2	4%	4	6%	0	0%
Demotion	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Reprimand	0	0%		0%	1	2%	1	2%	3	5%	0	0%
Suspension	0	0%	1	2%	1	2%	0	0%	1	2%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	2	12%	5	12%	7	15%	9	16%	12	18%	6	13%
Non-Sexual	1	6%	4	10%	7	15%	7	12%	9	14%	3	6%
Sexual	1	6%	1	2%	0	0%	2	4%	3	5%	3	6%
Medical Examination	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	7	12%	1	2%	1	2%
Promotion/Non-Selection	2	12%	6	14%	6	13%	9	16%	16	25%	8	17%
Reassignment	0	0%	1	2%	0	0%	0	0%	1	2%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Directed	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	2	12%	2	5%	5	10%	5	9%	6	9%	3	6%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	12%	5	12%	2	4%	2	4%	2	3%	3	6%
Terms/Conditions of Employment	0	0%	0	0%	2	4%	1	2%	10	15%	5	11%
Time and Attendance	0	0%	4	10%	2	4%	0	0%	0	0%	0	0%
Training	1	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	5	10%	0	0%	0	0%	0	0%

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29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Total complaints from previous Fiscal Years 704(k)(1)	864	758	1041	3122	3995	4045
Total Complainants 704(k)(2)	718	645	913	NA*	NA*	NA*
<b>Number complaints pending [as of 3/31]: 704(k)(3)</b>						
Investigation	2	6	7	1049	1741	1095
ROI issued, pending Complainant's action	24	7	55	NA*	NA*	NA*
Hearing	675	633	806	1572	1619	1811
Final Agency Action	107	112	162	236	253	369
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA	NA*	NA*	NA*

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data				
Complaint Investigations	3rd Quarter	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Number Pending Completion of Investigation	393	356	752	1049	1741	1095
Pending Investigations Over Required Time Frames	220	40	21	NA*	NA*	NA*